

# E-WRAP

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## HIGHLIGHTED EVENT

Main Event  
INTERNATIONAL HR CONFERENCE 2019  
[IHRC 2019]



International HR Conference and Awards 2019, navigating change initiated by Employers' Federation of Pakistan in partnership with Occasions Event Planners and Organizers in nation's leading International Conference which was held in Pakistan on Tuesday 29 January, 2019 at Marquee, Pearl Continental Hotel, Karachi as the benchmark of excellence in the HR Community.

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Give Your Employees Specific Goals and the Freedom to Figure Out How to Reach Them

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# EFP ACTIVITY

Main Event

## INTERNATIONAL HR CONFERENCE 2019 [IHRC 2019]

The purpose of IHRC 2019 is to initiate, develop and advance relevant HR policies in dialogue with the private business and public organization sectors: thus becoming a knowledge bank for HRM trends, nationally and globally.

An Event by



Ismail Sattar, Chairman Employers' Federation of Pakistan Economic Council, and Muhammad Saeed Sheikh, President Houston Karachi Sister City Association, signed a MOU for cooperation and collaboration on trade, investment and exchange of business delegations. Present at the ceremony were Imran Ismail, Governor Sindh, Majyd Aziz President EFP, Zaki Ahmed Khan, Vice President EFP, and Executive Committee Members of Karachi Houston Sister City Association

Governor of Sindh Imran Ismail was Chief Guest at concluding session of Employers' Federation of Pakistan International HR Conference. Majyd Aziz, President EFP, presenting EFP crest to the Governor. Also in picture are Zaki Ahmed Khan, Vice President EFP and Saghir Bukhari, Senior Programme Officer ILO Islamabad Office



# EFP ACTIVITY

TRAINING



Zaki Ahmed Khan, Vice President, and Feroz Alam, Director Employers Federation of Pakistan, met Mr Samheng, Cambodian Minister of Labor and Vocational Training during the Joint Study and Bilateral Meeting on Challenges and Opportunities for creating shared value in Industrial Relations organized by AOTS Japan in Phnom Penh Cambodia.

Ismail Suttar, Chairman Employers Federation of Pakistan Economic Council, and Mehmood Arshad, President Pakistan Philippines Business Forum, signing agreement of affiliation of PPBF with EFP-EC. Also present were Ambassador of Phillipines Daniel Ramos Espiritu, Majyd Aziz, President EFP, Zaki Ahmed Khan, Vice President EFP, Dr Imran Yusuf, Hon Consul General of Phillipines, and EFP Board of Directors



Majyd Aziz, President EFP, Patron in Chief Karachi Houston Sister City Association, alongwith goodwill delegation of Houston Karachi Sister City Association, met Imran Ismail Governor of Sindh to discuss visit of Mayor of Houston and a strong business delegation later this year

Mr. Ahsanullah Khan, President GCNP and BOD of EFP presented Ajrak to Justice (R) Majida Razvi of Sindh Human Rights Commission

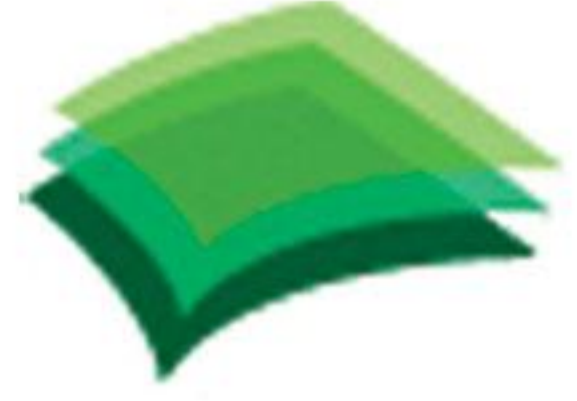


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# WELCOMING NEW MEMBERS



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KARACHI SINDH, PAKISTAN.

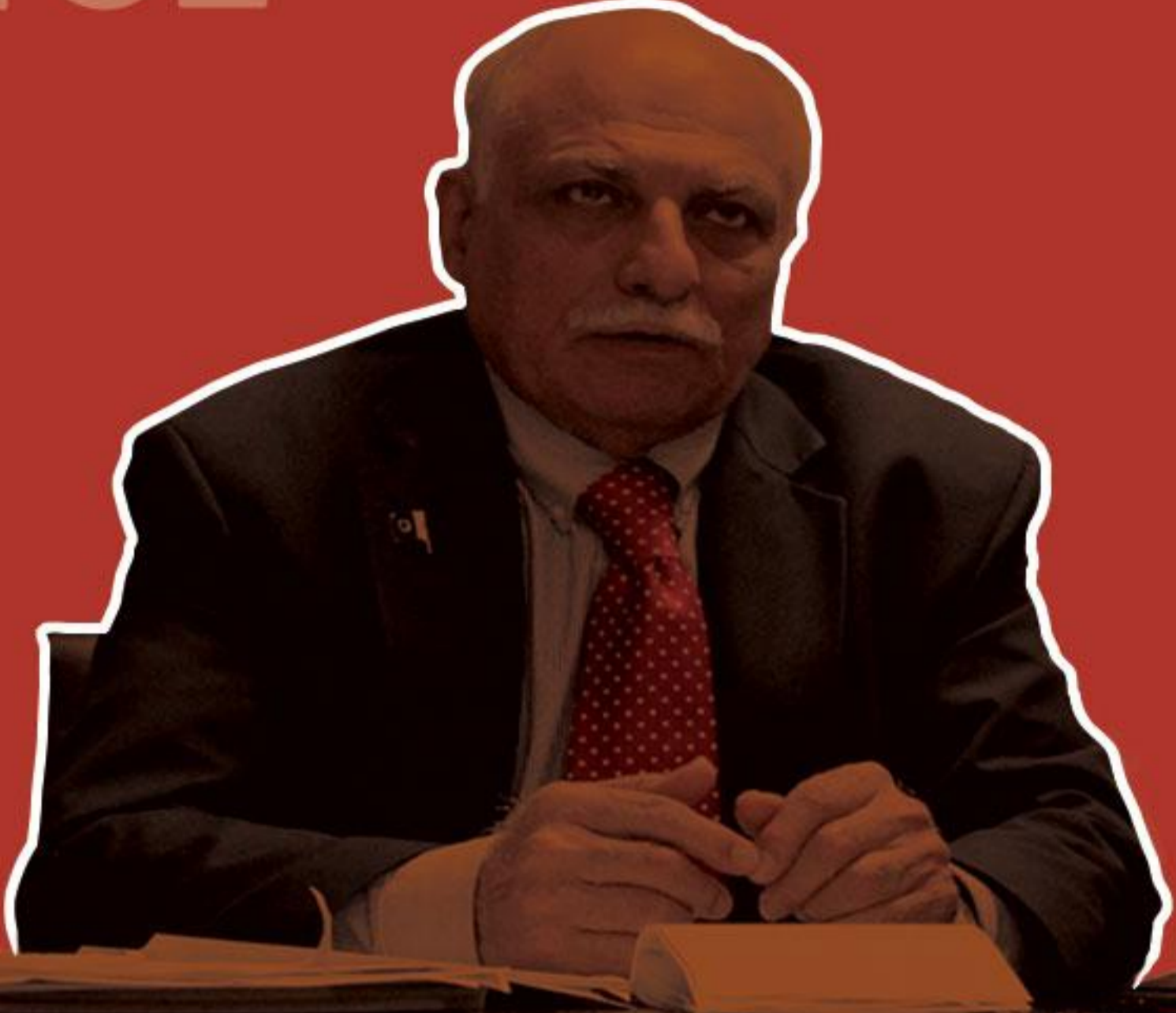


# PREZ ENGAG EMENTS

MEETIN

ENCE

PRESIDENT



-MAJYD AZIZ



Majyd Aziz, President EFP, at the Indian High Commission reception in Islamabad on India Republic Day with Indian High Commissioner Ajay Bisaria, Acting Ambassador and Charge d'Affairs of USA Paul Jones, Canadian High Commissioner Wendy Gilmour, Australian High Commissioner Margaret Adamson, Somalian Ambassador Khadija Mohamed Almakhzoumi, Jabbar Dalal and Huma and Nasr



Majyd Aziz, President EFP, Patron in Chief Karachi Houston Sister City Association, Saeed Shaikh, President Houston Karachi Sister City Association, and Yasir Kazi, Media Coordinator KHSCA, met Dr Farrukh Iqbal, Director Institute of Business Administration, to discuss student exchange program between Houston and Karachi.

Majyd Aziz, President EFP, Patron in Chief Karachi Houston Sister City Association, Saeed Shaikh, President Houston Karachi Sister City Association, and Yasir Kazi, Media Coordinator KHSCA, met Prof Dr Seemi Naghmana Tahir, Chairperson Department of Mass Communication University of Karachi, and Dr Osama Shafiq, Assistant Professor, to discuss building of an auditorium to be sponsored by HKSCA



Majyd Aziz, President EFP, FPCCI President Daroo Khan Achakzai and SVP Dr Mirza Ikhtiar Baig presenting crest to Saeed Shaikh, President Houston Karachi Sister City Association during visit to FPCCI.



# PREZ ENGAGEMENT

TRAINING

VITALITY



Delegation of Houston Karachi Sister City Association at Karachi Chamber of Commerce and Industry.

Abdul Razak Dawood, Advisor to Prime Minister for Commerce, Textile, Investment and Industry and Production visited our company booth at Pakistan Edible Oil Conference



With Sultana Siddiqui, Chairperson HUM TV, and her team alongwith Houston Karachi Sister City Association goodwill delegation during visit to HUM TV.



## MANAGEMENT TIPS FROM HBR

09 | Harvard business review

This Month's Tip is

### BE OPEN TO CRITICISM

Constructive criticism is essential for creativity, innovation, and problem solving. Since leadership requires all three, leaders need to be sure not only that they are open to criticism, but that they actively seek it out. Don't simply direct reports, peers, customers to poke holes in your ideas and approaches. Critique can be a useful approach to test ideas and keep people and teams accountable.



# RESEARCH AND DEVELOPMENT

“ Give Your Employees Specific Goals and the Freedom to Figure Out How to Reach Them ”

As more aspects of work become automated, it is increasingly important for people to focus on building skills that support creative and innovative tasks only human beings can perform. Efficiency is turning into the watchword of machines, and the opportunity for humans is work that addresses unseen problems and opportunities.

If we give people more freedom and responsibility, how do we know they will use it well? How do we know people will use freedom in the most productive way?

Our answer is paradoxical: we need to specify more, and also, specify less. This means we need to be very explicit with employees about how we measure success and the metrics that drive it (specify more). Then, having stated clearly how success is measured, we need to allow employees to freely, creatively pursue ways to reach it (specify less).

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READ THE FULL ARTICAL : <https://hbr.org/2019/02/give-your-employees-specific-goals-and-the-freedom-to-figure-out-how-to-reach-them>

## UPCOMING TRAINING PROGRAM

15  
FEB

### PERFORMANCE MANAGEMENT FOR EMPLOYEE GROWTH

This Seminar has therefore been specially designed to thoroughly discuss various principles, practices and methods of job analysis, Job classification, Job evaluation and designing wages/ salary policy in a sound, and systematic manner based on objective considerations instead of subjective biases



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